

# Code of Conduct

Destination Canada is committed to providing a safe environment where all individuals are treated with respect and dignity and where harassment, discrimination, violence and illegal activity are not tolerated. This code of conduct applies to all attendees, including employees, consultants, contractors, volunteers, suppliers, registered participants, delegates, exhibitors, booth staff, and related parties (collectively, the “Participants”) who attend Focus Canada, including any workshop and conference-related social events and/or tours, on or off-site (the “Event”).

Harassment of any type is strictly prohibited during the Event and any instance of harassment will be taken very seriously. Harassment includes bullying or personal harassment as well as discriminatory harassment, including sexual harassment (collectively, “Harassment”). It includes but is not limited to: inappropriate conduct or comment by an individual towards another at the Event, that the individual knew or ought reasonably to have known would cause the other person to be humiliated or intimidated; any objectionable act, communication or display that demeans, belittles, or causes personal humiliation or embarrassment; any act of intimidation or threat, including stalking, following, harassing photography or recording; unwelcome, inappropriate or objectionable conduct, like offensive verbal comments, that is based on or related to sex, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, national or ethnic origin, religion, colour, marital or family status, pardoned conviction; sharing sexual images in public spaces; sustained disruption of talks or other events, inappropriate physical contact; and unwelcome sexual attention.

If a Participant engages in Harassment, Destination Canada may take any action it deems appropriate, including warning the offender or expulsion from the Event with no refund.

In order to create a safe environment for all Participants, exhibitors should not use sexualized images, activities, or other material. Booth staff (including volunteers) should not use sexualized clothing/uniforms/costumes, or otherwise create a sexualized environment. Additionally, all other attendees should avoid acting in a manner that could create a sexualized environment.

Please note that illegal or illicit behaviour such as drug use or excessive alcohol consumption will not be tolerated at the Event. Participants who engage in illegal behaviour or appear to be overly intoxicated or disruptive may be asked to leave the Event with no refund, at Destination Canada’s sole discretion.

If you are being harassed, notice that someone else is being harassed, that someone is behaving inappropriately, or have any other concerns, please contact Destination Canada staff on site who can be identified by their badges. Your concerns can also be addressed at the Focus Canada Japan Office.

The staff will be happy to help Participants contact hotel/venue security or local law enforcement, provide escorts, or otherwise assist Participants so they feel safe for the duration of the conference.

We value your attendance.

## Terms of Use

<https://www.destinationcanada.com/en/terms-use>